



TOWN OF HUDSON

Police Department

Partners with the Community

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Date: December 6, 2024

To: Chief Tad K Dionne

From: Captain Steven McElhinney *SM*

Re: 2024 Biased Based Profiling Review

I have completed an administrative review of the following sources to ensure the Hudson Police Department is in compliance with our Biased Based Profiling Policy.

- 1) HPD Policy review.
- 2) A review of 2024 citizen complaints.
- 3) 2024 Arrests.
- 4) 2024 Motor Vehicle Stops

All officers hired after 2004 receive training in Cultural Diversity at the Police Standards and Training Council Recruit Academy. When our new hires are in pre-academy training they receive training in Biased Based Policing. As of this year the NHPTC Academy requires the three two's that everyone is required to take. They all deal with Biased Based Policing.

A review of the department's policy indicates no changes are necessary regarding issues of discrimination.

In 2024 there were no citizen complaints alleging bias against a Hudson Police Employee.

According to existing census data the demographic makeup of Hudson New Hampshire is 88.8% white and 10.66% minority with .54% not reported. The breakdown of minorities is the following: Hispanic 8.09%, Asian 1.07%, Biracial .939%, and Black .561%. 50.4% of the population is female and 49.6% is male.

Arrest statistics for the 2024 year show a total of 1,137 arrests. 679 of the arrests were in custody and 378 were summons arrests and 80 were protective custody. A total of 13.0% of these were minorities, 20 were Hispanic, 102 were Black, and 25 were Asian.

Motor vehicle stop operator statistics for the 2024 year showed 8,233 operators were contacted on stops. 7,182 were White, 588 were Black, 341 were Asian, 43 were Indian, 1 was Hawaiian or other Pacific Islander, and 78 were listed as unknown. Of the stops 11.8% were confirmed minority.

Of the motor vehicle stops an analysis of the number of female operators showed the following:

2,795 were White, 144 were Black, and 16 were Asian, and 78 were reported as “unknown”.

Stops as well as arrests were up from the past couple years. The number of arrests and stops of minorities is in line with the demographics of the Town of Hudson.